T he staff at JFT would like to welcome our new and re-
turning employees to the 2019-2020 school year! We
were excited to meet many of our new employees at New
Teacher Induction. JFT is here to advocate and assist you
with your workplace concerns.

JFT has dedicated staff members who are ready to step
up to the plate for you. The newest members of our staff
are: Sandra Hauer, JFT Secretary-Treasurer, Maria Deloeh,
Organizer and Katie Dalby, our AFT National Representa-
tive.

Returning members of the JFT staff include, Kesler
Camese-Jones, Interim President, Mona Icamina, LFT Field
Representative, Lauren Francis, Lead Organizer, and Rob-
ert Ascherman, Organizer.

Please find time in your schedule to meet with the or-
ganizers when they visit your school or worksite.

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T he JFT invites you to apply to the AFT Teacher Leaders
Program for 2019-2020. Educators and school staff
from Jefferson Parish Public Schools who are union
members will be selected to join a nationwide teacher
leaders’ network. JFT union members such as
paraprofessionals, educational diagnosticians, social work-
ers, etc. are also invited to apply to the program. We are
seeking individuals who would like to take an active role in
influencing educational policy in areas such as promoting
children’s well-being; supporting powerful learning; building
capacity; and fostering collaboration.

We will provide teacher leaders with opportunities to
develop the knowledge and skills to influence policy locally,
statewide, and nationally. This will include framing practical
policy positions that relate to improved student achieve-
ment; conducting research in classrooms and schools; en-
gaging the public and elected officials in community conver-
sations about education; participating on advisory boards,
panels, and task forces; developing policy recommenda-
tions based on research conducted; and publishing and dis-
seminating findings and recommendations nationwide.

Educators selected for the program will:

- Increase their knowledge of major challenges facing the
teaching profession through readings and discussions
  with leading policy experts;
- Improve leadership skills;
- Be recognized by the public and media;
- Represent teachers nationwide as spokespersons and
  become members of a nationwide community;
- Participate in conducting research and using it in influ-
  encing policy;
- Be awarded a stipend.

We are seeking a diverse group of “Teacher Leaders”
who are active in their school communities and have a track
record working to improve schools.

We encourage candidates to apply as soon as possi-
ble. If you have any questions, need more information, or
would like to apply, please contact Rosamund Looney at
tlp.rosamund.looney@gmail.com

All portions of the application must be submitted or the
application will be considered incomplete:

1. application form (via google form link)
2. commitments (including 8 monthly Saturday meetings
   from 9-3:30)
3. essay
4. contact information for two individuals who will complete
   online recommendation forms for the candidate

Please note: All applicants are required to attend an hour-
long group interview.

———

J FT, LFT, AFT: questions about the alphabet soup? Our
power as a union comes from organizing on the local,
state, and national level on issues that affect educators,
students, and the communities we serve. As a member of
the Jefferson Federation of Teachers (JFT), you are also a
member of the Louisiana Federation of Teachers (LFT) and
the American Federation of Teachers (AFT). By joining our
local, you are not only standing with your colleagues, you
are standing with 1.7 million educators across the country
fighting for public schools.

———

Article III-School Day “All teachers in all schools who
are not serving duty must report ten (10) minutes
before the beginning of the school day and may leave
no sooner than five (5) minutes after the close of the
school day. The “school day” shall mean the regular
student attendance hours, regardless of whether
students are present.”

Attention JFT Members
(Focus Groups)

J FT had the pleasure of meeting with members this sum-
mer through our focus groups. We gathered information
on what worked well last school year and solicited sugges-
tions for resolutions to areas that needed improvement.

If you were unable to attend this summer’s sessions,
we still want to hear from you! Please use the following link
to provide your feedback:

https://forms.gle/aAp2JvHwQtg11php7

Explanation of Affiliates
Power in Numbers

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fighting for public schools.
From The Lawyer's Desk

By: Larry Samuel

JFT General Counsel

IMPORTANT ADVICE FOR JFT MEMBERS (PART 1 OF A SERIES)

We all make mistakes. No matter what we do in our personal life or in our work life, inevitably we all make mistakes.

And sometimes when we don’t make a mistake we are wrongfully accused of making a mistake. Educators are at a particular risk for this.

When a JPPSS employee is accused of making a mistake, the Human Resources Department usually conducts an investigation. Sometimes the mistake results in serious consequences, such as the loss of employment. Sometimes the disciplinary action is less severe, such as a suspension without pay, or a reprimand, but it tarnishes your record and may be used against you in the future.

JFT represents members who face disciplinary action, as long as you were a member when the situation allegedly occurred.

In the next column we will list the types of situations that most often result in disciplinary action. For now, though, we want to SHOUT the following advice so all JFT members can hear us:

1. CALL JFT AS SOON AS YOU ARE MADE AWARE OF A PROBLEM. DO NOT WAIT UNTIL YOUR HEARING HAS BEEN SCHEDULED!

2. IF SOMEONE FROM THE HEARING OFFICE APPEARS AT YOUR SCHOOL, THEN STATE THAT YOU ARE A JFT MEMBER, THAT YOU WOULD PREFER TO WAIT TO RESPOND VERBALLY OR IN WRITING, THEN IMMEDIATELY CALL JFT!

3. IF A SHERIFF’S DEPUTY OR POLICE OFFICER SHOWS UP AT YOUR SCHOOL, DO NOT RESPOND TO QUESTIONS (other than your name, address, date of birth, etc.).

4. IF YOU ARE ABOUT TO ENGAGE IN FUNDRAISING AT SCHOOL, REVIEW SCHOOL BOARD POLICY BEFORE YOU COLLECT ANY MONEY!

5. IF A FIGHT BREAKS OUT, BE VERY CAREFUL BEFORE YOU PHYSICALLY TRY TO BREAK IT UP.

STUDENTS ARE QUICK TO PULL OUT THEIR CELLPHONES AND VIDEOTAPE YOUR ACTIONS. BE PROACTIVE – USE FORCEFUL VERBAL COMMANDS, SEND SOMEONE TO THE OFFICE, CALL FOR HELP IN THE HALLWAY. WE WILL ELABORATE ON THIS IN FUTURE COLUMNS.

6. DO NOT COME INTO PHYSICAL CONTACT WITH A STUDENT WHO IS ENGAGING IN UNACCEPTABLE BEHAVIOR. YOU ARE RISKING DISCIPLINARY ACTION IF IT APPEARS THAT YOU ARE GRABBING A STUDENT. You are even risking a hearing and possible disciplinary action if you gently touch a student. We repeat: students are quick to pull out their cellphones and videotape your actions.

7. BE CAREFUL WHAT YOU POST ON FACEBOOK OR STATE IN SOCIAL MEDIA. YOUR FIRST AMENDMENT RIGHT TO FREE SPEECH HAS LIMITS. JFT MEMBERS SHOULD CALL JFT FOR ADVICE.

JFT representation is available only for JFT members. If you are not a JFT member, please consider joining.

JFT Solidarity Days

The following days, in conjunction with school board meeting dates, have been designated as JFT “Solidarity Days”. On these days, JFT members are encouraged to wear either JFT shirts or blue shirts. All school employees are also encouraged to wear blue.

We are also asking for your participation to attend school board meetings by District to show unity (of course you are not limited to just one meeting):

<table>
<thead>
<tr>
<th>Date</th>
<th>Meeting Location</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 4, 2019</td>
<td>Bonnabel Board Room</td>
<td>District 4</td>
</tr>
<tr>
<td>October 2, 2019</td>
<td>501 Manhattan Blvd.</td>
<td>District 1</td>
</tr>
<tr>
<td>November 6, 2019</td>
<td>Bonnabel Board Room</td>
<td>District 6</td>
</tr>
<tr>
<td>December 4, 2019</td>
<td>501 Manhattan Blvd.</td>
<td>District 2</td>
</tr>
</tbody>
</table>

Working together, we can make a difference! #UnionStrong

Farewell

Susan Sissac, longtime JFT secretary, retired at the end of last school year with over twenty-eight years of dedicated service. We will miss her dearly, but we wish her well on the next chapter of her life as Mimi to her adorable grandson!

“I can honestly say it’s been my pleasure to be a part of the JFT family. I’ve met so many wonderful people along the way. You all will be truly missed.” Susan Sissac

PSRP Corner

- Paraeducators should be used to provide service only to those identified students for whose benefit the Federal/State salary allotment is made.
- Paras may be used as substitutes only in emergencies when substitutes, including teachers as substitutes, are not available. The unavailability of substitutes must be documented.
- JFT PSRP members are eligible to apply for the Teacher Leader Program. Please email Rosamund Looney at tlp.rosamund.looney@gmail.com for more information.